

**ADJOURNED COUNCIL MEETING& WORK SESSION  
CITY OF WATERTOWN**

**August 9, 2010**

**7:00 P.M.**

**MAYOR JEFFREY E. GRAHAM PRESIDING**

**PRESENT:**                **COUNCIL MEMBER ROXANNE M. BURNS  
COUNCIL MEMBER JOSEPH M. BUTLER JR.  
COUNCIL MEMBER TERESA R. MACALUSO  
COUNCIL MEMBER JEFFREY M. SMITH  
MAYOR GRAHAM**

**ALSO PRESENT:**    **MARY M. CORRIVEAU, CITY MANAGER**

**City Staff Present: Jim Mills, Dale Herman, Melanie Rarick, Tucker Wiley and Brenda Harwood**

**The following resolution was presented:**

**INTRODUCED BY COUNCIL MEMBER JOSEPH M. BUTLER**

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Watertown hereby approves Amendment No. 75 to the Management and Management Confidential Pay Plan, effective August 10, 2010 as follows:

Position	Salary
Fire Chief	\$84,000

Upon completing one year probationary term, salary will increase by \$1,000.

**SECONDED BY COUNCIL MEMBER TERESA R. MACALUSO AND CARRIED WITH ALL VOTING YEA EXCEPT COUNCIL MEMBER BURNS AND COUNCIL MEMBER SMITH VOTING NAY**

**RULES WAVIED BY MOTION OF COUNCIL MEMBER BUTLER, SECONDED BY COUNCIL MEMBER MACALUSO AND CARRIED WITH ALL VOTING IN FAVOR THEREOF.**

Mayor Graham congratulated Chief Herman and welcomed the members of his family.

Council Member Smith remarked that he could not support the resolution, not because of Chief Herman but because of the fact that waiting three years to move into the City is too long of a time period. He stated that the Chief should live inside the City.

Council Member Burns commented that she supported Council Member Smith's comments. She stated that constituents she has spoken with want the Chief to live in the City. She remarked that while Council has made exceptions for 6 months up to a year in the past, three years is too long a time.

Chief Herman thanked the City Manager and the Council for giving him this opportunity.

Mrs. Corriveau reviewed Chief Herman's long tenure with the City which started in 1986. He served as a Battalion Chief for over 10 years and brings leadership skills to the position. He has served as a NYS Fire Instructor since May 1994 and as a volunteer firefighter with the North Pole Fire Department since March 1979. Mrs. Corriveau thanked Chief Goss, Gary Pilon and Beth Morris for participating in the selection process.

### **Edmund Street**

Council concurred to wait until the next meeting to discuss this issue.

### **POMCO**

POMCO Group representatives Mary Beth Lopez and Christina Iannolo, as well as Melanie Rarick presented a review of the 2009-10 Self Funded Health Insurance Plan. They answered question posed by Council concerning the impacts to the City's insurance plan based on Health Care Reform Act. They explained that since the City is self funded, some of the reforms will be grandfathered in and won't have to be implemented until 2014.

Discussion was held concerning the stop loss insurance premium costs versus the monies that are reimbursed to the City when an individual hits the stop loss amount.

Council Member Smith asked if these figures and charts could be provided to Council in advance of the meetings in the future.

Council Member Burns agreed with those comments and remarked that it didn't just pertain to the insurance reports, but also to other reports.

Mrs. Corriveau advised that she would also like to have been able to give Council more time to review the reports. However, that would have meant waiting another month for the presentation.

### **Proposed Plan Design Changes**

Council reviewed the changes that had been recommended by the Insurance Committee.

Council asked questions concerning the individual recommendations. Members of the committee advised Council of various scenarios involving appeals that had come before them as a result of these changes not being in the health booklet. Council was also advised that these suggestions are based on national standards.

Council Member Smith remarked that many people do not have half the benefits that the City employees have. He remarked that if these are national standards, then the co-pays and premiums should also reflect the national standards.

Discussion was held on who should be able to call for the air ambulance. It was explained that it would only be paid for by the plan if it was deemed medically necessary.

After much discussion on each recommendation, Council concurred that a resolution should be drafted to incorporate the following changes to the health insurance plan: 1) Add a National Provider Network 2) Add coverage for Cardiac Rehabilitation 3) Revise Multiple Surgery Benefit 4) Add coverage for Air Ambulance(with protocols).

Meeting ended at 9:21 p.m.

*Donna M. Dutton*  
City Clerk